



---

Bureau of Labor Statistics

Chicago, Ill. 60604

---

General Information: (312) 353-1880

Media Contact: Ronald M. Guzikki  
(312) 353-1138

Fax-on-Demand Document No. 9855

Internet address:

<http://stats.bls.gov/ro5news.htm>

For Immediate Release:

Thursday, November 18, 1999

## **National Compensation Survey Reports Pay for the Minneapolis-St. Paul Metropolitan Area**

Workers in the Minneapolis-St. Paul Metropolitan Statistical Area (MSA) averaged \$18.03 per hour during July 1998, according to a new wage study released by the U. S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Peter J. Hebein reported that white-collar workers averaged \$21.01 per hour, and accounted for 59 percent of the workers studied. Blue-collar workers, representing 23 percent of all workers, averaged \$14.75 per hour, while the remaining 18 percent worked in the service occupations and earned \$10.50 per hour.

The National Compensation Survey presents straight-time earnings for all occupations in establishments with 50 or more employees in private industry and state and local government, but excludes those in agricultural establishments, private households, self-employed and the federal government. This survey covered 332 establishments chosen to represent 4,608 organizations employing 897,938 workers within the Minneapolis-St. Paul metropolitan area, which consists of Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Sherburne, Washington and Wright counties in Minnesota; and Pierce and St. Croix counties in Wisconsin. The NCS provides broader coverage of occupations and establishments within the survey area than did previous BLS salary studies and will eventually integrate three separate surveys of wages and benefits into one comprehensive compensation program.

### **Occupational Pay Averages**

Among white-collar workers, mechanical engineers earned \$27.44 per hour, registered nurses \$22.75, secretaries \$13.65, and cashiers \$7.96. Within the blue-collar occupational group, plumbers, pipefitters and steamfitters averaged \$22.76 per hour, truck drivers \$18.01 and hand packers and packagers, \$9.28. Service occupations included correctional institution officers at \$15.72 per hour, janitors and cleaners at \$10.79, and cooks at \$9.34. (See table A-1).

Private industry white-collar workers in the Minneapolis-St. Paul area earned \$20.78 per hour and State and local government workers averaged \$21.91. Data for selected characteristics such as full-/part-time status, union/nonunion status, and establishment size are also presented in the report. Overall, wages for full-time

workers averaged \$19.07 per hour, compared to \$10.33 per hour for part-timers. Blue-collar union workers recorded an average hourly rate of \$17.53, while their nonunion counterparts averaged \$12.54. Employees in establishments with 50-99 workers averaged \$14.29, and in establishments with 500 workers or more, average pay was \$20.04 per hour. (See tables C-1 and C-3).

Subject to publishability criteria, average rates of pay are also available for occupations based on knowledge, skill, independent judgment, supervision received and other factors required for the job. Survey findings are used by business, labor, academicians, and state and local government officials in wage and salary administration, collective bargaining negotiations, business relocation planning, and occupational counseling.

### **Survey Availability**

Complete survey results are contained in the National Compensation Survey, Minneapolis-St. Paul, MN-WI, July 1998, (Bulletin 3095-42). Copies of survey tables are available on the BLS Internet site at: <http://stats.bls.gov/comhome.htm> and from the Bureau's automated fax-on-demand service in Chicago at (312) 353-1880, menu option 1. Using a touch-tone telephone, up to four documents at a time can be ordered and faxed to you within minutes 24-hours a day.

| BLS Fax-on-Demand - Chicago (312) 353-1880, option 1 |   |       |
|--|---|-------|
| Document no.   | National Compensation Survey<br>Minneapolis-St. Paul, MN-WI MSA, July 1998  | Pages |
| 9855   | Text of this news release   | 3     |
| 9856   | Hourly earnings for selected occupations, all workers,<br>Table A-1 to A-4  | 15    |
| 9857   | Tables B-1 & B-2 - Hourly earnings by occupational group and levels   | 25    |
| 9858   | Tables C-1 to C-3 - Hourly earnings by occupational group and<br>selected characteristics, industry, and establishment size<br>Table C-4 - Number of workers studied  | 4     |
| 9859   | Appendix A. Technical Note containing survey procedures & concepts<br>Table 1 - Number of establishments studied<br>Table 2 - Relative standard errors of hourly earnings estimates<br>Table 3 - Average work levels for selected occupations | 13    |
| 9455   | Appendix B. Occupational Classifications  | 8     |
| 9456   | Appendix C. Generic Leveling Criteria<br>Appendix D. Evaluating Your Firm's Jobs<br>Appendix E. A Guide for Users of Prior BLS Wage Surveys   | 10    |

Printed copies of this survey are available for purchase for \$6.50 from the Bureau of Labor Statistics, Publications Sales Center, P. O. Box 2145, Chicago, IL 60690. Telephone orders using a credit card (MasterCard, Visa or Discover/NOVUS) or GPO Deposit Account may be placed between 8:00 AM and 3:00 PM Central Time at (312) 353-1880. The BLS Publication Sales Center stocks National Compensation Surveys for all areas nationwide, as well as other BLS publications.

# # #

### **Technical Note**

The list of establishments from which a survey sample is selected is developed from State unemployment insurance reports. Each sampled establishment is randomly selected with a probability proportional to its employment. Use of this technique means that the larger the establishment's employment, the greater its chance of selection. Weights are applied to each establishment when the data are tabulated, so that a sampled establishment represents all establishments of similar size and employment.

The next step in sample selection is a probability sample of occupations within the selected establishment. As with establishments, occupations are selected using a probability proportional to the number of employees within each occupation. Therefore, the occupations with the largest number of employees have the greatest probability of being selected. After being selected, jobs are classified based on the Census of Population system of approximately 480 occupations. Data are then broken down for private industry, State and local governments, full-time and part-time workers, and other workforce characteristics. Wage rates for different work levels within occupation groups also are published. The process of determining these work levels is called generic leveling. (See Appendix B of the published report or Fax-on-Demand Document No. 9455.)

Generic leveling ranks and compares all randomly selected occupations in an establishment using the same 10 leveling factors: knowledge, supervision received, guidelines, complexity, scope and effect, personal contacts, purpose of contacts, physical demands, work environment, and supervisory duties. Each of the first nine factors (supervisory duties are excluded) contains a number of levels and each level has an associated written description and point value. The total number of points determines the overall level of the occupation. . (See Appendix C of the published report or Fax-on-Demand Document No. 9456.)

Additional information on survey methodology is available in Appendix A of the published bulletin, from the Internet at <http://stats.bls.gov/compub.htm>, and in Document No. 9704 on the BLS Fax-on-Demand.

**Table A-1. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, all industries, Minneapolis-St. Paul, MN-WI, July 1998**

| Occupation <sup>3</sup>  | All industries |             |         |           |         |         |
|--|----------------|-------------|---------|-----------|---------|---------|
|  | Mean           | Percentiles |         |           |         |         |
|  |                | 10          | 25      | Median 50 | 75      | 90      |
| <b>All occupations</b> .....   | \$18.03        | \$8.20      | \$10.86 | \$15.48   | \$21.66 | \$29.81 |
| All occupations excluding sales .....                                    | 17.94          | 8.50        | 11.04   | 15.56     | 21.63   | 29.48   |
| <b>White-collar occupations</b> .....                                    | 21.01          | 10.00       | 12.72   | 17.80     | 25.25   | 34.18   |
| White-collar occupations excluding sales .....                           | 21.19          | 10.50       | 13.22   | 18.16     | 25.42   | 34.11   |
| Professional specialty and technical occupations .....                   | 24.52          | 13.80       | 17.07   | 22.13     | 28.06   | 36.00   |
| Professional specialty occupations .....                                 | 25.62          | 15.26       | 19.41   | 24.30     | 29.84   | 37.12   |
| Engineers, architects, and surveyors .....                               | 28.19          | 20.50       | 23.60   | 28.09     | 31.75   | 36.84   |
| Electrical and electronic engineers .....                                | 26.22          | 17.31       | 22.06   | 25.96     | 29.05   | 33.82   |
| Mechanical engineers .....   | 27.44          | 21.16       | 24.84   | 26.93     | 30.29   | 33.52   |
| Engineers, N.E.C. ....   | 28.62          | 19.94       | 23.21   | 28.60     | 32.16   | 37.91   |
| Mathematical and computer scientists .....                               | 25.34          | 15.64       | 20.42   | 24.75     | 29.42   | 35.31   |
| Computer systems analysts and scientists .....                           | 27.33          | 19.23       | 21.63   | 26.20     | 31.32   | 38.03   |
| Operations and systems researchers and analysts .....                    | 22.14          | 13.36       | 17.52   | 22.09     | 26.26   | 29.61   |
| Natural scientists .....   | 19.43          | 13.73       | 15.10   | 17.64     | 22.92   | 27.48   |
| Physical scientists, N.E.C. ....   | 28.30          | 22.51       | 23.94   | 25.92     | 31.88   | 38.47   |
| Health related occupations .....   | 24.71          | 16.06       | 19.20   | 23.36     | 25.95   | 28.85   |
| Registered nurses .....  | 22.75          | 16.80       | 19.55   | 23.15     | 25.63   | 27.00   |
| Teachers, college and university .....                                   | 31.14          | 20.93       | 23.78   | 29.11     | 36.71   | 46.59   |
| Art, drama and music teachers .....                                      | 34.83          | 24.19       | 28.29   | 31.32     | 44.87   | 53.55   |
| Teachers, post secondary N.E.C. ....                                     | 32.02          | 17.25       | 27.78   | 37.25     | 39.12   | 39.12   |
| Teachers, except college and university .....                            | 27.18          | 15.77       | 21.53   | 26.62     | 34.21   | 39.02   |
| Prekindergarten and kindergarten .....                                   | 24.18          | 8.84        | 11.35   | 24.85     | 34.28   | 39.00   |
| Elementary school teachers .....   | 28.37          | 18.40       | 21.42   | 27.51     | 34.72   | 39.54   |
| Secondary school teachers .....  | 27.74          | 17.94       | 22.05   | 27.12     | 33.82   | 37.17   |
| Teachers, special education .....  | 27.74          | 20.64       | 23.28   | 27.45     | 31.07   | 38.03   |
| Teachers, N.E.C. ....  | 28.11          | 15.14       | 21.93   | 26.68     | 36.00   | 39.21   |
| Vocational and educational counselors .....                              | 20.50          | 13.49       | 15.87   | 23.00     | 23.70   | 25.86   |
| Librarians, archivists, and curators .....                               | 24.47          | 15.19       | 17.69   | 23.12     | 29.74   | 35.76   |
| Librarians .....   | 24.62          | 14.84       | 17.59   | 24.72     | 29.74   | 35.76   |
| Social scientists and urban planners .....                               | 23.50          | 13.62       | 18.11   | 23.57     | 30.03   | 30.03   |
| Economists .....   | 24.50          | 13.62       | 19.22   | 25.25     | 30.03   | 30.03   |
| Social, recreation, and religious workers .....                          | 18.15          | 11.55       | 13.45   | 17.96     | 22.79   | 24.24   |
| Social workers .....   | 17.93          | 11.55       | 13.38   | 17.82     | 22.79   | 24.24   |
| Lawyers and judges .....   | 34.65          | 16.83       | 20.40   | 30.64     | 41.90   | 54.82   |
| Lawyers .....  | 34.65          | 16.83       | 20.40   | 30.64     | 41.90   | 54.82   |
| Writers, authors, entertainers, athletes, and professionals, N.E.C. .... | 22.34          | 14.30       | 17.72   | 20.38     | 24.61   | 36.55   |
| Professional occupations, N.E.C. ....                                    | 24.36          | 15.96       | 18.63   | 21.46     | 26.75   | 39.03   |
| Technical occupations .....  | 21.27          | 12.14       | 14.12   | 16.80     | 20.37   | 25.22   |
| Clinical laboratory technologists and technicians .....                  | 17.97          | 12.84       | 14.77   | 18.00     | 20.73   | 21.42   |
| Radiological technicians .....   | 15.87          | 12.00       | 12.86   | 16.62     | 18.01   | 19.83   |
| Licensed practical nurses .....  | 14.05          | 11.75       | 12.44   | 13.85     | 15.03   | 17.00   |
| Health technologists and technicians, N.E.C. ....                        | 13.60          | 9.88        | 11.78   | 13.87     | 15.40   | 17.02   |
| Electrical and electronic technicians .....                              | 16.80          | 13.59       | 14.18   | 16.11     | 18.32   | 22.00   |
| Engineering technicians, N.E.C. ....                                     | 19.02          | 14.45       | 17.58   | 19.70     | 20.61   | 22.38   |
| Drafters .....   | 16.23          | 12.65       | 14.43   | 16.18     | 18.23   | 18.88   |
| Science technicians, N.E.C. ....   | 12.72          | 10.00       | 10.10   | 12.18     | 13.38   | 14.71   |
| Computer programmers .....   | 19.80          | 15.54       | 16.83   | 19.18     | 22.60   | 24.52   |
| Legal assistants .....   | 19.56          | 12.74       | 16.30   | 18.79     | 21.79   | 23.96   |
| Technical and related occupations, N.E.C. ....                           | 18.05          | 11.74       | 13.20   | 15.81     | 21.63   | 26.75   |
| Executive, administrative, and managerial occupations .....              | 27.75          | 15.38       | 18.93   | 24.21     | 32.73   | 44.83   |
| Executives, administrators, and managers .....                           | 33.34          | 17.85       | 22.31   | 29.23     | 41.56   | 50.74   |
| Administrators and officials, public administration .....                | 26.09          | 18.22       | 25.25   | 28.06     | 28.24   | 30.21   |
| Financial managers .....   | 34.47          | 20.96       | 22.31   | 32.45     | 43.67   | 51.17   |
| Personnel and labor relations managers .....                             | 31.26          | 17.61       | 22.66   | 32.12     | 39.16   | 50.98   |
| Managers, marketing, advertising and public relations .....              | 39.52          | 24.21       | 32.60   | 36.21     | 44.83   | 57.69   |
| Administrators, education and related fields .....                       | 36.66          | 18.54       | 25.31   | 37.42     | 47.62   | 52.79   |
| Managers, medicine and health .....                                      | 32.90          | 20.60       | 24.26   | 26.87     | 43.98   | 55.62   |
| Managers, service organizations, N.E.C. ....                             | 22.86          | 13.70       | 18.16   | 23.88     | 25.87   | 30.19   |
| Managers and administrators, N.E.C. ....                                 | 33.35          | 18.83       | 21.18   | 26.05     | 38.46   | 49.50   |
| Management related occupations .....                                     | 21.68          | 14.29       | 17.07   | 20.34     | 25.42   | 30.77   |
| Accountants and auditors .....   | 21.32          | 15.00       | 17.07   | 19.23     | 22.88   | 29.80   |

See footnotes at end of table.

**Table A-1. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, all industries, Minneapolis-St. Paul, MN-WI, July 1998 — Continued**

| Occupation <sup>3</sup>  | All industries |             |         |           |         |         |
|--|----------------|-------------|---------|-----------|---------|---------|
|  | Mean           | Percentiles |         |           |         |         |
|  |                | 10          | 25      | Median 50 | 75      | 90      |
| <b>White-collar occupations</b> (-Continued)                       |                |             |         |           |         |         |
| Executive, administrative, and managerial occupations (-Continued) |                |             |         |           |         |         |
| Management related occupations (-Continued)                        |                |             |         |           |         |         |
| Other financial officers .....                                     | \$23.69        | \$14.78     | \$17.33 | \$23.80   | \$26.21 | \$32.55 |
| Management analysts .....  | 25.55          | 16.39       | 20.43   | 24.49     | 30.64   | 34.18   |
| Personnel, training, and labor relations specialists .....         | 20.22          | 15.25       | 16.42   | 20.48     | 23.41   | 25.38   |
| Purchasing agents and buyers, N.E.C. ....                          | 26.56          | 10.85       | 17.76   | 21.68     | 40.14   | 40.14   |
| Inspectors and compliance officers, except construction .....      | 19.23          | 13.80       | 16.63   | 20.34     | 21.78   | 24.51   |
| Management related occupations, N.E.C. ....                        | 19.15          | 11.97       | 14.50   | 18.27     | 21.29   | 28.17   |
| Sales occupations .....  | 19.35          | 6.50        | 7.98    | 13.06     | 22.88   | 36.52   |
| Supervisors, sales occupations .....                               | 23.70          | 12.98       | 17.09   | 23.75     | 28.85   | 33.33   |
| Sales occupations, other business services .....                   | 23.21          | 11.25       | 14.67   | 16.82     | 21.00   | 41.13   |
| Sales representatives, mining, manufacturing, and wholesale .....  | 29.33          | 15.00       | 18.75   | 24.42     | 30.40   | 47.08   |
| Sales workers, apparel .....                                       | 8.32           | 5.75        | 6.00    | 6.75      | 7.20    | 17.78   |
| Sales workers, other commodities .....                             | 9.91           | 6.50        | 6.75    | 8.40      | 11.92   | 17.07   |
| Cashiers .....   | 7.96           | 6.25        | 6.50    | 7.25      | 9.10    | 10.55   |
| Sales support occupations, N.E.C. ....                             | 13.45          | 8.45        | 9.62    | 12.67     | 15.14   | 21.81   |
| Administrative support occupations, including clerical .....       | 12.95          | 9.16        | 10.41   | 12.34     | 14.50   | 17.68   |
| Supervisors, general office .....                                  | 15.34          | 12.06       | 13.74   | 16.00     | 16.11   | 18.28   |
| Secretaries .....  | 13.65          | 10.46       | 11.82   | 13.48     | 15.27   | 16.35   |
| Typists .....  | 11.85          | 9.83        | 10.26   | 10.75     | 12.25   | 15.73   |
| Receptionists .....  | 10.07          | 8.50        | 9.24    | 10.00     | 10.68   | 12.00   |
| Information clerks, N.E.C. ....                                    | 10.81          | 7.22        | 9.30    | 11.27     | 12.16   | 13.02   |
| Order clerks .....   | 15.45          | 9.25        | 12.12   | 16.18     | 18.12   | 21.58   |
| Library clerks .....   | 10.74          | 8.72        | 10.07   | 10.67     | 11.32   | 13.13   |
| File clerks .....  | 9.42           | 7.71        | 8.29    | 8.83      | 10.71   | 12.02   |
| Records clerks, N.E.C. ....  | 12.69          | 9.78        | 10.77   | 12.00     | 14.42   | 16.90   |
| Bookkeepers, accounting and auditing clerks .....                  | 12.78          | 9.43        | 10.50   | 12.20     | 13.94   | 17.73   |
| Payroll and timekeeping clerks .....                               | 11.43          | 9.33        | 10.00   | 10.79     | 13.21   | 13.55   |
| Dispatchers .....  | 20.76          | 9.42        | 10.50   | 16.82     | 33.59   | 33.59   |
| Production coordinators .....                                      | 13.27          | 10.40       | 11.13   | 13.74     | 14.52   | 16.83   |
| Traffic, shipping and receiving clerks .....                       | 12.94          | 9.25        | 11.95   | 13.00     | 14.10   | 16.53   |
| Stock and inventory clerks .....                                   | 12.45          | 9.40        | 11.08   | 12.15     | 13.46   | 14.91   |
| Insurance adjusters, examiners, and investigators .....            | 13.92          | 10.36       | 10.96   | 12.88     | 16.36   | 19.57   |
| Investigators and adjusters except insurance .....                 | 12.53          | 9.50        | 11.25   | 12.55     | 13.94   | 14.54   |
| General office clerks .....  | 12.47          | 9.00        | 10.41   | 12.59     | 13.85   | 16.10   |
| Data entry keyers .....  | 10.62          | 9.12        | 9.56    | 10.41     | 11.71   | 12.67   |
| Teachers' aides .....  | 11.85          | 9.07        | 10.00   | 11.74     | 13.29   | 15.90   |
| Administrative support occupations, N.E.C. ....                    | 12.23          | 9.25        | 10.13   | 12.21     | 13.40   | 15.60   |
| <b>Blue-collar occupations</b> .....                               | 14.75          | 8.25        | 10.40   | 14.50     | 17.83   | 21.78   |
| Precision production, craft, and repair occupations .....          | 17.04          | 9.70        | 12.60   | 17.22     | 21.25   | 23.56   |
| Bus, truck, and stationary engine mechanics .....                  | 14.43          | 11.30       | 13.00   | 14.10     | 14.30   | 18.98   |
| Heavy equipment mechanics .....                                    | 18.52          | 15.89       | 17.29   | 18.29     | 19.49   | 20.23   |
| Industrial machinery repairers .....                               | 18.22          | 13.25       | 17.60   | 19.25     | 19.79   | 19.94   |
| Mechanics and repairers, N.E.C. ....                               | 16.85          | 13.77       | 15.70   | 16.55     | 18.52   | 19.98   |
| Carpenters .....   | 19.41          | 17.81       | 17.81   | 19.00     | 22.04   | 22.08   |
| Plumbers, pipefitters and steamfitters .....                       | 22.76          | 20.56       | 21.48   | 22.78     | 23.73   | 25.06   |
| Construction trades, N.E.C. ....                                   | 15.44          | 12.48       | 13.25   | 15.63     | 18.85   | 18.85   |
| Supervisors, production occupations .....                          | 21.69          | 15.87       | 18.27   | 21.15     | 25.00   | 31.00   |
| Machinists .....   | 17.48          | 14.44       | 15.83   | 16.85     | 19.47   | 21.50   |
| Electrical and electronic equipment assemblers ..                  | 9.88           | 7.25        | 8.00    | 9.52      | 11.60   | 13.22   |
| Miscellaneous precision workers, N.E.C. ....                       | 13.58          | 9.30        | 10.56   | 12.72     | 14.76   | 17.80   |
| Inspectors, testers, and graders .....                             | 14.92          | 10.00       | 12.10   | 15.15     | 16.82   | 21.23   |
| Water and sewer treatment plant operators .....                    | 20.31          | 18.51       | 18.51   | 18.73     | 22.65   | 24.20   |
| Machine operators, assemblers, and inspectors .....                | 13.55          | 8.37        | 10.38   | 13.91     | 15.80   | 18.24   |
| Punching and stamping press operators .....                        | 11.59          | 7.75        | 8.50    | 10.25     | 15.04   | 15.71   |
| Fabricating machine operators, N.E.C. ....                         | 13.31          | 9.50        | 11.50   | 13.66     | 14.70   | 17.58   |
| Printing press operators .....                                     | 19.42          | 12.50       | 14.12   | 22.06     | 24.30   | 25.18   |
| Packaging and filling machine operators .....                      | 12.06          | 8.00        | 8.55    | 10.17     | 15.01   | 18.12   |

See footnotes at end of table.

**Table A-1. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, all industries,  
Minneapolis-St. Paul, MN-WI, July 1998 — Continued**

| Occupation <sup>3</sup>   | All industries |             |         |              |         |         |
|---|----------------|-------------|---------|--------------|---------|---------|
|   | Mean           | Percentiles |         |              |         |         |
|   |                | 10          | 25      | Median<br>50 | 75      | 90      |
| <b>Blue-collar occupations</b> (-Continued)                       |                |             |         |              |         |         |
| Machine operators, assemblers, and inspectors<br>(-Continued)     |                |             |         |              |         |         |
| Painting and paint spraying machine operators ...                 | \$14.02        | \$9.54      | \$11.49 | \$15.34      | \$16.08 | \$17.28 |
| Slicing and cutting machine operators .....                       | 15.08          | 13.91       | 14.00   | 15.20        | 15.71   | 18.09   |
| Miscellaneous machine operators, N.E.C. ....                      | 11.84          | 7.96        | 8.64    | 10.85        | 14.11   | 16.80   |
| Welders and cutters .....   | 16.06          | 13.38       | 15.42   | 15.92        | 16.62   | 19.47   |
| Assemblers .....  | 14.21          | 10.82       | 12.36   | 14.48        | 15.57   | 16.67   |
| Miscellaneous hand working occupations, N.E.C.                    | 11.72          | 8.31        | 8.56    | 9.93         | 14.15   | 20.52   |
| Production inspectors, checkers and examiners ..                  | 13.05          | 9.00        | 9.87    | 13.37        | 15.25   | 17.59   |
| Transportation and material moving occupations .....              | 15.95          | 9.04        | 12.15   | 15.99        | 18.34   | 22.41   |
| Truck drivers .....   | 18.01          | 12.34       | 14.70   | 16.71        | 21.25   | 25.39   |
| Bus drivers .....   | 13.31          | 9.25        | 10.09   | 11.74        | 17.12   | 18.34   |
| Industrial truck and tractor equipment operators ..               | 13.93          | 9.95        | 11.76   | 15.33        | 15.99   | 16.17   |
| Miscellaneous material moving equipment<br>operators, N.E.C. .... | 15.65          | 10.45       | 13.23   | 17.79        | 17.86   | 18.12   |
| Handlers, equipment cleaners, helpers, and laborers .....         | 11.15          | 6.76        | 8.00    | 10.21        | 14.20   | 16.82   |
| Construction laborers .....                                       | 16.56          | 13.00       | 15.00   | 16.82        | 17.28   | 21.24   |
| Production helpers .....  | 10.83          | 8.00        | 9.28    | 10.00        | 11.83   | 14.50   |
| Stock handlers and baggers .....                                  | 10.78          | 6.50        | 7.50    | 10.26        | 14.31   | 16.06   |
| Machine feeders and offbearers .....                              | 12.31          | 6.82        | 9.75    | 11.51        | 15.17   | 17.84   |
| Freight, stock, and material handlers, N.E.C. ....                | 11.55          | 7.00        | 8.00    | 9.00         | 16.18   | 18.46   |
| Hand packers and packagers .....                                  | 9.28           | 5.83        | 7.00    | 9.15         | 12.19   | 14.83   |
| Laborers except construction, N.E.C. ....                         | 10.51          | 7.25        | 8.50    | 9.75         | 11.61   | 15.58   |
| <b>Service occupations</b> .....                                  | 10.50          | 5.95        | 7.22    | 9.13         | 12.00   | 17.00   |
| Protective service occupations .....                              | 17.22          | 9.00        | 12.68   | 18.20        | 21.78   | 23.12   |
| Firefighting occupations .....                                    | 15.40          | 10.58       | 13.60   | 15.11        | 18.20   | 18.82   |
| Police and detectives, public service .....                       | 21.99          | 18.49       | 21.92   | 22.55        | 23.24   | 24.24   |
| Sheriffs, bailiffs, and other law enforcement<br>officers .....   | 17.79          | 11.11       | 15.71   | 19.89        | 21.08   | 21.37   |
| Correctional institution officers .....                           | 15.72          | 11.69       | 11.69   | 16.14        | 19.47   | 20.02   |
| Guards and police except public service .....                     | 9.45           | 7.00        | 7.75    | 9.00         | 9.00    | 12.70   |
| Food service occupations .....                                    | 8.02           | 5.15        | 5.98    | 7.00         | 9.46    | 11.81   |
| Supervisors, food preparation and service<br>occupations .....    | 14.63          | 7.78        | 12.35   | 16.09        | 17.02   | 17.65   |
| Bartenders .....  | 7.03           | 5.98        | 6.98    | 7.00         | 7.10    | 7.10    |
| Waiters and waitresses .....                                      | 5.08           | 5.15        | 5.15    | 5.15         | 5.15    | 5.18    |
| Cooks .....   | 9.34           | 7.25        | 7.83    | 9.36         | 10.43   | 11.92   |
| Food counter, fountain, and related occupations                   | 7.46           | 5.15        | 5.15    | 6.50         | 9.78    | 11.77   |
| Kitchen workers, food preparation .....                           | 6.85           | 5.50        | 5.65    | 6.00         | 7.25    | 9.87    |
| Waiters'/Waitresses' assistants .....                             | 7.97           | 6.00        | 6.50    | 8.32         | 9.11    | 9.74    |
| Food preparation occupations, N.E.C. ....                         | 7.44           | 5.50        | 6.15    | 6.90         | 8.46    | 11.03   |

See footnotes at end of table.

**Table A-1. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, all industries, Minneapolis-St. Paul, MN-WI, July 1998 — Continued**

| Occupation <sup>3</sup>                                  | All industries |             |        |           |         |         |
|--|----------------|-------------|--------|-----------|---------|---------|
|  | Mean           | Percentiles |        |           |         |         |
|  |                | 10          | 25     | Median 50 | 75      | 90      |
| <b>Service occupations (-Continued)</b>                  |                |             |        |           |         |         |
| Health service occupations .....                         | \$9.80         | \$7.60      | \$8.44 | \$9.73    | \$11.05 | \$12.01 |
| Health aides, except nursing .....                       | 10.89          | 8.65        | 9.91   | 10.79     | 11.89   | 12.72   |
| Nursing aides, orderlies and attendants .....            | 9.54           | 7.41        | 8.31   | 9.32      | 10.86   | 11.94   |
| Cleaning and building service occupations .....          | 10.55          | 7.25        | 7.85   | 9.48      | 13.40   | 15.60   |
| Supervisors, cleaning and building service workers ..... | 13.14          | 8.27        | 11.55  | 13.63     | 13.63   | 18.08   |
| Maids and housemen .....                                 | 8.70           | 6.62        | 7.56   | 8.31      | 9.76    | 11.56   |
| Janitors and cleaners .....                              | 10.79          | 7.25        | 7.85   | 9.75      | 13.40   | 15.73   |
| Personal service occupations .....                       | 11.97          | 7.00        | 8.00   | 9.36      | 13.98   | 20.26   |
| Attendants, amusement and recreation facilities ..       | 7.59           | 5.15        | 5.50   | 7.00      | 8.10    | 10.48   |
| Welfare service aides .....                              | 9.42           | 7.50        | 8.00   | 8.00      | 12.25   | 12.81   |
| Early childhood teachers' assistants .....               | 11.44          | 9.12        | 9.36   | 10.00     | 12.44   | 17.28   |
| Child care workers, N.E.C. ....                          | 7.90           | 6.50        | 7.04   | 8.50      | 8.50    | 8.93    |
| Service occupations, N.E.C. ....                         | 10.04          | 7.50        | 7.80   | 8.70      | 10.86   | 14.00   |

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

<sup>2</sup> All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one

establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

**Table C-1. Mean hourly earnings<sup>1</sup> by occupational group and selected characteristics, all industries, Minneapolis-St. Paul, MN-WI, July 1998**

| Occupational group <sup>2</sup>                             | Full-time workers <sup>3</sup> | Part-time workers <sup>3</sup> | Union <sup>4</sup> | Nonunion <sup>4</sup> | Time <sup>5</sup> | Incentive <sup>5</sup> |
|---|--------------------------------|--------------------------------|--------------------|-----------------------|-------------------|------------------------|
| <b>All occupations</b> .....                                | \$19.07                        | \$10.33                        | \$18.80            | \$17.66               | \$17.75           | \$24.01                |
| All occupations excluding sales .....                       | 18.83                          | 10.74                          | 19.03              | 17.39                 | 17.89             | 20.18                  |
| <b>White-collar occupations</b> .....                       | 21.76                          | 13.16                          | 22.03              | 20.67                 | 20.76             | 26.84                  |
| White-collar excluding sales .....                          | 21.62                          | 15.39                          | 22.71              | 20.66                 | 21.19             | 21.79                  |
| Professional specialty and technical occupations .....      | 25.08                          | 18.62                          | 27.20              | 23.31                 | 24.54             | —                      |
| Professional specialty occupations .....                    | 25.95                          | 21.16                          | 25.62              | 25.63                 | 25.62             | —                      |
| Technical occupations .....                                 | 22.30                          | 14.93                          | 33.73              | 17.32                 | 21.32             | —                      |
| Executive, administrative, and managerial occupations ...   | 27.79                          | —                              | 28.85              | 27.63                 | 27.70             | —                      |
| Sales occupations .....                                     | 23.23                          | 7.60                           | 9.28               | 20.77                 | 14.48             | 27.23                  |
| Administrative support including clerical occupations ..... | 13.15                          | 10.81                          | 14.84              | 12.21                 | 12.96             | —                      |
| <b>Blue-collar occupations</b> .....                        | 15.09                          | 8.93                           | 17.53              | 12.54                 | 14.43             | 19.37                  |
| Precision production, craft, and repair occupations .....   | 17.07                          | —                              | 19.74              | 14.14                 | 16.81             | —                      |
| Machine operators, assemblers, and inspectors .....         | 13.64                          | 9.83                           | 16.66              | 12.46                 | 13.57             | —                      |
| Transportation and material moving occupations .....        | 16.34                          | 10.60                          | 17.26              | 13.59                 | 14.77             | —                      |
| Handlers, equipment cleaners, helpers, and laborers .....   | 11.84                          | 8.27                           | 13.36              | 9.70                  | 11.16             | —                      |
| <b>Service occupations</b> .....                            | 12.15                          | 7.78                           | 12.94              | 8.59                  | 10.25             | —                      |

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

<sup>3</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>4</sup> Union workers are those whose wages are determined through collective bargaining.

<sup>5</sup> Time workers' wages are based solely on an hourly rate or salary;

incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.



**Table C-3. Mean hourly earnings<sup>1</sup> by occupational group and establishment employment size, private industry, all workers<sup>2</sup>, Minneapolis-St. Paul, MN-WI, July 1998**

| Occupational group <sup>3</sup>                              | All private industry workers | 50 - 99 workers | 100 workers or more |                   |                     |
|--|------------------------------|-----------------|---------------------|-------------------|---------------------|
|  |                              |                 | Total               | 100 - 499 workers | 500 workers or more |
| <b>All occupations</b> .....                                 | \$17.57                      | \$14.29         | \$18.17             | \$16.20           | \$20.04             |
| All occupations excluding sales .....                        | 17.42                        | 13.21           | 18.14               | 16.31             | 19.80               |
| <b>White-collar occupations</b> .....                        | 20.78                        | 18.36           | 21.09               | 19.44             | 22.27               |
| White-collar excluding sales .....                           | 20.99                        | 17.04           | 21.38               | 20.30             | 22.06               |
| Professional specialty and technical occupations .....       | 24.44                        | 16.24           | 24.82               | 22.12             | 26.43               |
| Professional specialty occupations .....                     | 25.58                        | 18.06           | 25.84               | 23.93             | 26.91               |
| Technical occupations .....                                  | 21.80                        | 14.14           | 22.36               | 18.28             | 25.17               |
| Executive, administrative, and managerial occupations ...    | 27.63                        | 24.38           | 28.12               | 27.91             | 28.30               |
| Sales occupations .....                                      | 19.37                        | 21.37           | 18.60               | 15.04             | 25.61               |
| Administrative support, including clerical occupations ..... | 12.86                        | 12.74           | 12.87               | 12.31             | 13.20               |
| <b>Blue-collar occupations</b> .....                         | 14.55                        | 14.13           | 14.64               | 13.58             | 16.61               |
| Precision production, craft, and repair occupations .....    | 16.88                        | 18.13           | 16.62               | 15.17             | 18.08               |
| Machine operators, assemblers, and inspectors .....          | 13.55                        | 12.22           | 13.73               | 13.18             | 15.25               |
| Transportation and material moving occupations .....         | 16.00                        | —               | 15.93               | 15.35             | 17.13               |
| Handlers, equipment cleaners, helpers, and laborers .....    | 10.61                        | 10.10           | 10.82               | 10.39             | 12.25               |
| <b>Service occupations</b> .....                             | 9.07                         | 7.38            | 9.80                | 8.95              | 10.65               |

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.